



**Royal Devon
University Healthcare**
NHS Foundation Trust

“Our vision is to provide safe, high quality seamless service delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust Values”

JOB DETAILS	
Job Title	Specialist Physiotherapist – Neuro Rehabilitation - Mardon
Reports to	Clinical Lead for Neuro Rehab
Band	6
Department/Directorate	Specialist Services

JOB PURPOSE
<p>The post holder is responsible for providing leadership & clinical expertise to the physiotherapy team working with patients at the Mardon Neuro Rehabilitation Centre with a wide variety of neurological conditions. The post holder will work closely with the multi-disciplinary team to provide an effective interdisciplinary service for all in-patients. This position is based at the Mardon Neuro Rehabilitation Centre, a short distance from the Royal Devon & Exeter Hospital (Wonford).</p> <p>The post holder will manage a caseload of complex patients with a range of impairments and functional deficits associated with acute neurological injury or a long-term neurological condition. Clinical responsibilities include gathering comprehensive baseline data as part of the assessment process; developing and implementing patient specific, goal directed rehabilitation plans; offering a wide-range of evidence-based therapy interventions, to include hydrotherapy, and liaising with the multidisciplinary team and external agencies to ensure safe and effective discharge or transfer to on-going services within the patient pathway as appropriate. The post holder will also be required to support the weekend Stroke team to provide timely and appropriate interventions to patients admitted to the Stroke Unit (Clyst Ward).</p> <p>The post holder will be involved in leading a team of rotational band 5 and support staff. They will be responsible for the induction and training of this staff group and ensuring that all staff have appropriate clinical skills through a process of objective setting, supervision and joint working. The post holder is responsible for ensuring that systems are in place to prioritise and manage the caseload and will keep updated to ensure the service has a strong evidence base and is delivered in line with national guidance. They will communicate with the Clinical Lead on a regular basis for example: to seek support with any problems/challenges; to share</p>



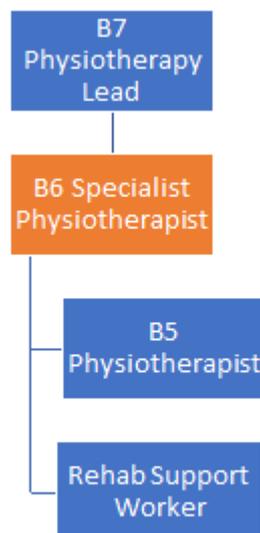
successes; and to provide regular performance feedback using a range of outcomes including patient satisfaction data.

There will also be some wider Therapy Department responsibilities. Caseloads will be flexible and at times may involve the provision of service to other areas of the Trust. This post has a commitment to bank holiday and weekend working.

KEY WORKING RELATIONSHIPS

- Therapy professional lead for community in-patients
- Clinical Lead physiotherapist for in-patient neurorehabilitation.
- Occupational and Physiotherapy team
- Mardon multi-disciplinary team
- Community rehabilitation teams
- Social services staff
- Mardon admissions and discharges co-ordinator, Intermediate and community services.

ORGANISATIONAL CHART



KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

- The post-holder will be responsible for teaching and leadership within the neuro rehab team working alongside the specialist occupational therapist and Clinical Leads, they will also support and deputise in their absence.
- They will be flexible to support their occupational therapy and physiotherapy colleagues in ensuring safe and timely discharge.
- To actively assist in the smooth running of the service throughout the RDUH NHS Foundation Trust.
- The post-holder is responsible for their own workload within the designated clinical area; for the assessment and treatment of patients on a day-to-day basis; management and supervision of the physiotherapy team and rehabilitation support workers.
- Caseloads will be flexible and at times will involve the provision of service to other areas of the Trust.
- To provide cover at weekends and Bank Holidays on a rota as necessary.
- To participate in seven day working as required.

COMMUNICATION/RELATIONSHIP SKILLS

- To maintain a close liaison with other members of the multidisciplinary team through effective communication regarding patient treatment aims, goals, progress and discharge planning (providing written reports and referrals as appropriate).
- To provide appropriate and timely information to all relevant members of the healthcare team regarding patients' physiotherapy requirements and changes in progress.
- To liaise and co-ordinate with other professionals to ensure that physiotherapy interventions are an integral component of the patients' multidisciplinary care package and actively support and promote the discharge process.
- To communicate effectively with patients and carers to maximise rehabilitation potential, ensure understanding of their condition and a safe and efficient discharge.
- To provide specialised advice to clinicians outside of the Trust for continued patient rehabilitation/management to ensure effective discharge.

ANALYTICAL/JUDGEMENTAL SKILLS

- To undertake a high standard of physiotherapy assessment, diagnosis and treatment, this may include highly complex cases, as an autonomous practitioner.
- To develop, implement and evaluate specialised therapeutic treatment plans on a case by case basis for both acute and long-term conditions.
- To be responsible for the safe use and provision of equipment and to report any necessary repairs which need to be undertaken.
- To liaise and co-ordinate with other professionals to ensure that physiotherapy interventions are an integral component of the patients' multidisciplinary care package and actively support and promote the discharge process. This may include contributing to end of life care planning.
- To be responsible for reassessing patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning.

PLANNING/ORGANISATIONAL SKILLS

- To organise own workload providing expert assessment and treatment as required, ensuring treatment and requests for treatment are prioritised and dealt with promptly and efficiently.
- To be responsible for setting effective treatment goals for patients undertaking regular re-evaluation using appropriate outcome measures.
- The post-holder is responsible for his/her own workload within the designated clinical area on a day-to-day basis; and will be required to work regularly at weekends.

PHYSICAL SKILLS

- To be computer literate and able to use electronic systems including all documentation and referrals through EPIC.
- Demonstrate awareness and ability to drive within the geographical area in a safe and appropriate manner.

PATIENT/CLIENT CARE

- To be responsible for reassessing patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning.
- To ensure patient and staff safety during treatment and be able to take appropriate decisions with regards to risk for discharge.
- To provide advice and training to multidisciplinary team members, patients and carers as required.
- To contribute to and work within a safe working environment
- To develop, implement and evaluate specialised therapeutic treatment plans on a case by case basis for both acute and long-term conditions.

POLICY/SERVICE DEVELOPMENT

- To keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice.
- To work to professional standards as set by the Trust, the HCPC and the Chartered Society of Physiotherapists.
- To ensure that all Trust Policies & Procedures and Statutory Acts & Regulations are known and implemented/adhered to as necessary/appropriate
- Maintain personal safety by following lone working policy and respect property and equipment within the working environment in accordance with trust and team guidelines
- To participate in team and department audit activity and peer review to ensure best practice.
- To take responsibility for own on-going clinical professional development (including attendance at post-registration courses - internal and external).

FINANCIAL/PHYSICAL RESOURCES

- To be aware of budget for equipment prescription appropriate to banding

HUMAN RESOURCES

- To be responsible for the supervision of and appropriate delegation of caseload to junior physiotherapy staff and non-registered staff ensuring effective rehab programmes are carried out to maximise benefit to patients
- To be jointly responsible for the on-going professional and clinical development of the physiotherapy team, teaching formal in-service and 'on the job' training sessions as appropriate.
- To carry out personal performance reviews for departmental staff.
- To ensure up-to-date and timely reviews of personal professional development plans and objectives.
- To assist in the recruitment of departmental staff (selection and interview) as necessary.
- To be jointly responsible for induction of new staff to the team.
- To provide advice and training to multidisciplinary team members, patients and carers as required.
- To actively assist in the smooth running of the whole physiotherapy service throughout the RDUH NHS Foundation Trust.
- To keep Clinical Leads and the Therapy Professional Lead informed of any matters that could have relation to the effectiveness and efficiency of the service.
- To lead the supervision of Undergraduate physiotherapy students on placement and support other placements as required e.g. SSU.

INFORMATION RESOURCES

- To undertake the keeping of accurate records of patient treatments and statistical data as required.
- To submit regular data about activity levels as required.
- To participate in team and department audit activity and peer review to ensure best practice. To participate in team and department audit activity and peer review to ensure best practice.

RESEARCH AND DEVELOPMENT

- To undertake any additional duties commensurate with this grade as required by the physiotherapy service.
- To participate in team and department audit activity and peer review to ensure best practice.
- To take responsibility for own on-going clinical professional development (including attendance at post-registration courses - internal and external).

FREEDOM TO ACT

- They will be responsible for the management and supervision of the physiotherapists and rehabilitation support workers in the absence of the Clinical Leads and will ensure appropriate service provision on a daily basis, liaising with the Clinical Leads at all times.
- They will provide advice, direction and support to other community hospital wards as necessary
- To undertake a high standard of physiotherapy assessment, diagnosis and treatment, this may include highly complex cases, as an autonomous practitioner.

OTHER RESPONSIBILITIES

To take part in regular performance appraisal.

To undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

To contribute to and work within a safe working environment

The post holder is expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

THE TRUST- VISION AND VALUES

Our vision is to provide safe, high quality seamless services delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust values. Our Trust values are:

Compassion
Integrity
Inclusion
Empowerment

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff's commitment to meeting the needs of our patients.

We are committed to equal opportunity for all and encourage flexible working arrangements including job sharing.

We are committed to recruiting and supporting a diverse workforce and welcome applications from all sections of the community, regardless of age, disability, gender, race, religion, sexual orientation, maternity/pregnancy, marriage/civil partnership or transgender status. We expect all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

The RD&E is a totally smoke-free Trust. Smoking is not permitted anywhere on Trust property, including all buildings, grounds and car parks. For help to quit call: 01392 207462.

Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Recognised Physiotherapy training	E	
B.Sc. / B.Sc (Hons) / MSc Physiotherapy/equivalent	E	
HCPC Registered	E	
Relevant post graduate courses		D
Clinical supervision training		D
Member of CSP		D
KNOWLEDGE/SKILLS:		



<p>Evidence of:- Verbal & /or written interpersonal communication skills Organisational skills incl. prioritisation, time management Safe fundamental clinical skills including neurological assessment and treatment Neurological rehabilitation intervention skills Problem solving skills Understanding of acute and community assessment and discharge planning processes</p>	<p>E E E E E</p>	
<p><u>EXPERIENCE:</u> Post graduate NHS experience in core areas including neurological assessment and management Evidence of complex clinical reasoning skills and goal setting Evidence of use of outcome measures Evidence of team leadership & team working skills Evidence of supervision of students/junior staff Evidence of staff appraisal & performance review Evidence of clinical and teaching skills Evidence of standard setting and audit Evidence of multi-agency working and complex discharge planning Evidence of working between Primary & Secondary Care Evidence of previous clinical innovative approaches Evidence of previous involvement in audit/research</p>	<p>E E E E E E E E</p>	<p>D D D D</p>
<p><u>PERSONAL ATTRIBUTES</u> Evidence of ability to work as Team member Motivated towards development of others Ability to problem solve and show initiative</p>	<p>E E E</p>	
<p><u>OTHER REQUIREMENTS:</u> Enthusiastic towards post Evidence of flexible approach. Ability to work flexibly over 7 days including bank holidays and weekends Car driver Computer literate</p>	<p>E E E E</p>	<p>D</p>

WORKING CONDITIONS/HAZARDS	FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
	R	O	M	F
Hazards/ Risks requiring Immunisation Screening				
Laboratory specimens	Y/N	Y		
Contact with patients	Y/N			Y
Exposure Prone Procedures	Y/N		Y	
Blood/body fluids	Y/N		Y	
Laboratory specimens	Y/N	Y		
Hazard/Risks requiring Respiratory Health Surveillance				
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	Y/N			
Respiratory sensitisers (e.g isocyanates)	Y/N			
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y/N			
Animals	Y/N			
Cytotoxic drugs	Y/N			
Risks requiring Other Health Surveillance				
Radiation (>6mSv)	Y/N	Y		
Laser (Class 3R, 3B, 4)	Y/N	Y		
Dusty environment (>4mg/m3)	Y/N	Y		
Noise (over 80dBA)	Y/N	Y		
Hand held vibration tools (=>2.5 m/s2)	Y/N	Y		
Other General Hazards/ Risks				
VDU use (> 1 hour daily)	Y/N		Y	
Heavy manual handling (>10kg)	Y/N			Y
Driving	Y/N			
Food handling	Y/N	Y		
Night working	Y/N		Y	
Electrical work	Y/N			
Physical Effort	Y/N		Y	
Mental Effort	Y/N		Y	
Emotional Effort	Y/N		Y	
Working in isolation	Y/N		Y	
Challenging behaviour	Y/N	Y		

